

AGREEMENT
Jersey City, City of
BETWEEN
LOCAL 1412, L.I.U. of N.A., AFL-CIO
AND
CITY OF JERSEY CITY

X January 1, 1983 through June 30, 1985

This agreement made this 6th day of July 1983, between the City of Jersey City, being the party of the first part, hereinafter designated as the "Employer", and Local 1412, L.I.U. of N.A., AFL-CIO, with its principal place of business at P.O. Box 5260, Jersey City, New Jersey 07305, hereinafter referred to as the "Union" party of the second part.

W I T N E S S E T H:

WHEREAS, the parties hereto collectively bargained to promote and improve industrial and economic relations between the Employer and the employees and to set forth herein the agreement covering rates of pay, hours of work and conditions of employment to be observed by the parties hereto:

NOW, THEREFORE, in consideration of the foregoing and of the mutual covenants hereinafter entered into for other good and valuable considerations, the parties hereto agree to the following:

ARTICLE I. RECOGNITION:

A. the Employer recognizes and acknowledges that the Union is the exclusive representative for all employees holding the title of Security Officer of Security Guard excluding those above the rank of Lieutenant and Supervisor.

B. Excluded from this unit shall be employees statutorily excluded by the New Jersey Employer-Employee Relations Act.

ARTICLE II. MAINTENANCE OF STANDARDS:

A. All conditions of employment contained in this Agreement relating to wages, hours of employment and general working conditions presently in effect for employees included in this bargaining unit shall be maintained at not less than the standards now in effect, and the conditions of employment shall be modified wherever specific provisions for modification are made in this Agreement.

B. Proposed new rules or modification of existing rules governing working conditions as stated above, shall be negotiated with the Union before they are established.

TABLE OF CONTENTS

<u>ARTICLE NO.</u>		<u>PAGE NO.</u>
I	Recognition.....	1
II	Maintenance of Standards.....	1
III	Non-Discrimination.....	2
IV	Leave of Absence.....	2
V	Management Rights.....	2
VI	Bereavement Leave.....	3
VII	Military Leave.....	3
VIII	Bulletin Board.....	4
IX	Dues Check-Off Representation Fee.....	4
X	Hours of Work and Overtime.....	7
XI	Holidays.....	8
XII	Safety and Health.....	8
XIII	Seniority.....	9
XIV	Changes, Supplements or Alternations.....	9
XV	No Strike Pledge.....	9
XVI	Non-Contractual Grievance Procedure.....	10
XVII	Vacations.....	15
XVIII	Sick Leave	15
XIX	Personal Days.....	17
XX	Insurance, Health and Insurance.....	17
XXI	Wages	19
XXII	Fully Bargained Provisions.....	19
XXIII	Savings Clause.....	20
XXIV	Union Rights.....	20
XXV	Miscellaneous	20
XXVI	Longevity.....	21
XXVII	Term and Renewal.....	22

ARTICLE III. NON-DISCRIMINATION:

A. Neither the City nor the Union shall discriminate against any employee due to that employee's membership, non-membership, participation, lack of participation, or activities on behalf of, or his refraining from activity on behalf of the Union.

ARTICLE IV. LEAVE OF ABSENCE:

A. The City may grant the privilege of a leave of absence for good cause without pay, to an employee for a period not to exceed six (6) months at any one time, provided that the employee has been employed by the City on a continuous basis for six (6) months.

B. Such leaves of absence may be renewed for good cause for an additional period not to exceed six (6) months, only by formal recommendation of the Division head and approval of the appointing authority.

ARTICLE V. MANAGEMENT RIGHTS:

A. The City hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited by the terms of this Agreement, and then to the extent such terms are in conformity with the Constitution and Laws of New Jersey and of the United States, and the rules and regulations of the Civil Service Department of New Jersey.

C. The City shall have the exclusive right to install and introduce any new or improved production methods, working conditions or facilities to maintain efficient operations. The City retains its inherent right to direct and control its working force personnel, to determine the number of employees required and to designate the types of positions it deems necessary to function properly.

Priorly to the implementation thereof, the City shall discuss the proposed changes with the Union.

D. Except in the most aggravated situations, the City agrees not to suspend employees on the spot, and, under usual circumstances, agrees to give the Union one (1) day's notice prior to the suspension of an employee.

ARTICLE VI. BEREAVEMENT LEAVE:

A. In the event of a death in the eligible employee's immediate family, he shall be entitled to tiem off with pay from the day of death up to and including the day after the funeral, but in no event to exceed five (5) working days.

B. Immediate family, for purposes of this Article, shall be defined as followes, husband, wife, mother, father, son, daughter, sister, brother, grandparent, grandchild, sister-in-law, brother-in-law, mother-in-law, father-in-law, son-in-law, daughter-in-law, or any other relative residing in employee's household.

C. An eligible employee shall also be entitled to one (1) day off for attendance at the funeral of an aunt, uncle, niece or nephew of himself or his spouse, unless the relative resides in the employee's household, in which case paragraph B applies.

D. Payment shall only be made for such of the five (5) days as falls upon a regularly scheduled working day.

E. Eligible employees shall be those with six (6) or more months of service with the City.

F. Reasonable verification of the event shall be required.

ARTICLE VII. MILITARY LEAVE:

Employees employed by the City of Jersey City shall be granted all applicable rights with regard to military leave under the State statutes and Federal laws governing same.

ARTICLE VIII. BULLETIN BOARD:

The City shall permit the installation of bulletin boards at the expense of the Union should the Union decide to use a bulletin board other than the ones provided by the City. The Director of the Department shall determine the exact locations and sizes of the boards to be installed.

ARTICLE IX. DUES CHECK-OFF REPRESENTATION FEE:

A. The City agrees to deduct Union dues from the salaries of the employees included in this bargaining unit upon receipt of signed Union cards, the same to be deemed authorization to deduct dues, once a month and shall remit the dues deducted to the Treasurer of the Union monthly.

B. Dues deduction shall be in compliance with the statutes and laws governing same. Remittance of dues monies deducted, together with records of any corrections, shall be submitted to the Union Treasurer by the fifteenth (15th) day of each month following pay period in which the deductions were made.

C. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the City a copy of the resolution adopted by the Executive Board for the said increase in dues, prior to the effective date of any such change.

D. The Union will provide a copy of the membership card for each of its members and the same will be accepted as "check-off" authorization, the said cards to be signed by each member. The said cards are to be delivered to the Payroll Supervisor. The Union shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon the salary deduction authorization cards submitted by the Union to the City.

DUES CHECK-OFF REPRESENTATION FEE (CONT'D)

E. The City will provide the Union prior to January 1, and July 1 of each year, a list of any employees requesting the termination of dues check-off.

F. Representation Fee

1. Purpose of Fee

If any eligibility member of this bargaining unit does not become a member of the Union upon being employed by the City, said employee will be required to pay a representation fee to the Union for the membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Union as majority representative.

2. Amount of Fee

A. Notification

Prior to the beginning of each membership year, the union will notify the City in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Union to its own members for that membership year. The representation fee to be paid by non-members will be equal to 85% of that amount.

B. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Union as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Union to its own members, and the representation fee has been set at 85% of that amount solely because that is the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed, said increase to become effective as of the beginning of the Union membership year immediately following the effective date of the change.

3. Deduction and Transmission of Fee

A. Notification

The City will notify the Union upon hiring each employee and the City will deduct from the salaries of such employees, in accordance with Paragraph B below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.

B. Payroll Deduction Schedule

The City will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee who chooses not to become a member of the Union during the remainder of the membership year in question. The deductions will begin with the first paycheck paid.

C. Termination of Employment

If an employee who is required to pay a representation fee terminates his or her employment with the City before the Union has received the full amount of the representation fee to which it is entitled under this Article, the City will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

D. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of regular membership dues to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

E. Changes

The Union will notify the City in writing of changes in the amount of the representation fee, and such changes will be reflected in any deductions made more than 10 days after the City received said notice.

F. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the City will submit to the Union, a list of

all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and dates of employment for all such employees. This list shall be in addition to the requirements of paragraph 3A above.

4. Indemnification

The Union in exchange for implementation of said Agency Shop hereby agrees to hold the City harmless against any and all claims or suits or any other liability occurring as the result of the implementation of this Agency Shop provision.

ARTICLE X. HOURS OF WORK AND OVERTIME:

A. The work week shall be Monday through Sunday inclusive and shall be comprised of eight (8) hour days.

B. All hours worked in excess of forty (40) hours in a work week shall be paid for at the rate of one and one-half ($1 \frac{1}{2}$) times the employees regular hourly rate.

C. The Employer agrees that if an employee reports for work or is permitted to come to work, and is fit to work, without having been previously notified that there will be no work, the employee shall receive eight (8) hours pay or eight (8) hours work at his regular hourly rate unless the lack of work is due to an Act of God.

D. All employees are entitled to a fifteen (15) minute rest period during the first four (4) hours of their shift and another fifteen (15) minute rest period during the second four (4) hours of their shift.

E. Overtime shall be equally distributed amongst all employees by rotation according to seniority within a classification.

ARTICLE XI. HOLIDAYS:

A. The following fourteen (14) days shall be recognized as paid holidays:

New Year's Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
General Election (November) Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving Day
Martin Luther King Day
Christmas Day

B. Whenever any of the holidays listed above falls on Saturday, the preceding Friday shall be observed as the holiday.

C. Whenever any of the holidays listed above falls on Sunday, the succeeding Monday shall be observed as the holiday.

ARTICLE XII. SAFETY AND HEALTH

A. The Employer will maintain conditions on the job in accordance with the health and safety provisions of both the Department of Health and the Department of Health and the Department of Labor of the State of New Jersey.

B. Suitable facilities shall be provided by the Employer for the changing and hanging of the employees clothing. The Employer further agrees to provide adequate washstands, toilets, heat, light and ventilation facilities in these areas.

C. Any equipment, foul weather gear, or uniforms supplied by the Employer,

shall be the sole responsibility of the employee. The original cost of such equipment, foul weather gear and uniforms, shall be deducted from the salary of the employee if lost, stolen or unreasonably damaged.

ARTICLE XIII. SENIORITY:

A. Seniority is defined as an employee's total length of service with the employer beginning with his date of hire.

B. If two (2) employees are hired on the same date, seniority shall thereafter be determined on the basis of the alphabetical order of their surnames.

C. One (1) Seniority list shall be established for each work unit and another seniority list shall be established for the entire bargaining unit.

D. In cases of lay-offs and demotions, the bargaining unit seniority list shall be utilized as one factor along with ability to perform and job titles.

E. Vacation schedules shall be arranged in accordance with the work unit seniority list.

ARTICLE XIV. CHANGES, SUPPLEMENTS OR ALTERATIONS:

Any provisions of this Agreement may be changed, supplemented or altered provided both parties mutually agree.

ARTICLE XV. NO STRIKE PLEDGE:

A. The Union covenants and agrees that during the terms of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment, work stoppage, slowdown, walk out or other action which interferes with the full and complete normal operations of the employer).

B. The Union will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown,

walk out or other action which interferes with the full and complete normal operation of the employer.

C. Nothing contained in this Agreement shall be construed to limit or restrict the City or the Union in their rights to seek and obtain judicial relief as they may be entitled to have in law or in equity for injunction in the event of such breach by the City or the Union.

ARTICLE XVI. NON CONTRACTUAL GRIEVANCE PROCEDURE:

A. Purpose

1. The purpose of this procedure is to secure at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this agreement and to resolve greivances as soon as possible so as to assure efficiency and promote employee's morale. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing contained herein shall prevent any employee from processing his own grievance, provided a Union representative may be present as an observer at any hearing on the individual's grievance.

B. Definition

The term "grievance" as used herein means any controversy arising over the application of City Policies or administrative decisions to the terms and conditions of employment of employees covered by this Agreement.

C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving non-contractual grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

1. Step One

a. An aggrieved employee shall institute action under the provisions hereof within ten (10) days of the occurrence of the event being grieved by submitting the grievance in writing to the Division Director. An earnest effort

shall be made to settle the difference between the aggrieved employee and the Division Director for the purpose of resolving the matter. Failure by the grievant to act within the said ten (10) days shall be deemed to constitute an abandonment of the grievance.

b. The Division Director shall render a decision in writing within five (5) days after receipt of the grievance.

2. Step Two

a. In the event the grievance is not settled through Step One, it shall be filed by the grievant with the Department Director or his designee within five (5) days following the determination by the Division Director. Failure by the grievant to act within the five (5) days shall be deemed to constitute an abandonment of the grievance.

b. In the event either party requests same, a conference shall be held regarding the grievance between the Grievant and his representatives and the Department Director or his designee.

c. The Department Director or his designee shall render a decision in writing five (5) days from the date of receipt of the grievance or the date of the conference, whichever is later.

3. Step Three

a. In the event the grievance has not been resolved through Step Two, then within five (5) days following the determination of the Department Director or his designee, the grievant shall submit the grievance to the Business Administrator of the City of Jersey City. Failure by the grievant to act within the five (5) days shall be deemed to constitute an abandonment of the grievance.

b. In the event either party deems it valuable a meeting shall be held between the Business Administrator or his designee and the Grievant and his representative. A written answer to said grievance shall be submitted within ten (10) days from receipt of the grievance or the holding of the conference by the Business Administrator, whichever is later. The decision of the Business Administrator shall be final, as to this procedure, and shall not be

subject to arbitration. The Union reserves whatever other rights of appeal it may have.

CONTRACTUAL GRIEVANCE PROCEDURE:

A. Purpose

1. The purpose of this procedure is to secure at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this agreement and to resolve grievances as soon as possible so as to assure efficiency and promote employees' morale. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing contained herein shall prevent any employee from processing his own grievance, provided the Grievance Committee may be present as an observer at any hearing on the individual's grievance.

B. Definition

The term "grievance" as used herein means any controversy arising over the interpretation or adherence to the specific and express written terms of this Agreement.

C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving contractual grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

1. Step One

a. An aggrieved employee shall institute action under the provisions hereof within ten (10) days of the occurrence of the event being grieved by submitting the grievance in writing to the Division Director. An earnest effort shall be made to settle the difference between the aggrieved employee and the Division Director for the purpose of resolving the matter. Failure by the grievant to act within the said ten (10) days shall be deemed to constitute an abandonment of the grievance.

b. The Division Director shall render a decision in writing within five (5) days after receipt of the grievance.

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b. In the event either party requests same, a conference shall be regarding the grievance between the Grievant and his representatives and the Department Director or his designee.

c. The Department Director or his designee shall render decision in writing within five (5) days from the date of receipt of the grievance or the date of the conference, whichever is later.

3. Step Three.

a. In the event the grievance has not been resolved through Step Two, then within five (5) days following the determination of the Department Director or his designee, the grievant shall submit the grievance to the Business Administrator of the City of Jersey City. Failure by the grievant to act within the five (5) days shall be deemed to constitute an abandonment of the grievance.

b. In the event either party deems it valuable a meeting shall be held between the Business Administrator or his designee and the Grievant and his representative. A written answer to said grievance shall be submitted within ten (10) days from receipt of the grievance or the holding of the conference by the Business Administrator, whichever is later.

4. Step Four.

a. If the grievance is not settled through Steps One, Two and Three, either party may refer the matter to the Public Employment Relations Commission within ten (10) days after the determination by the Business Administrator.

An Arbitrator shall be selected pursuant to the rules of the P.E.R.C. Failure to file the request for arbitration with P.E.R.C. within the ten (10) day period shall constitute an abandonment of the grievance.

b. However, no arbitration hearing shall be scheduled sooner than twenty-one (21) days after the final decision of the Business Administrator. In the event the aggrieved elects to pursue his Civil Service remedies, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration, and the Union shall pay all costs incurred by the City in processing the matter to arbitration.

c. The Arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The Arbitrator shall not have the authority to add to, modify, detract from, or alter in any way, the provisions of this Agreement or any amendment or supplement thereto. Any award rendered by an Arbitrator shall be subject to de novo review by the Courts and shall be upheld only if there was clear and convincing evidence in the record before the arbitrator in support of the award.

d. The costs for the services of the Arbitrator shall be borne equally between the City and the Union. Any other expenses, including, but not limited to, the presentation of witnesses, shall be paid by the party incurring same.

e. The decision shall be final and binding on all parties.

D. MISCELLANEOUS PROVISIONS:

1. The Union President, or his authorized representative, may report an impending grievance to the Department Director in an effort to forestall its occurrence.

2. The Union shall be a party to each and every grievance whether or not the grievant was a member or non member of the Union.

ARTICLE XVII. VACATIONS:

A. All permanent employees shall be entitled to the following vacations:

<u>Amount of Service</u>	<u>Vacation Days</u>
Up to end of first calendar year	1 working day for each month
1 to 5 years	17 working days
5 to 10 years	20 working days
10 to 15 years	25 working days
15 years and over	30 working days

B. All temporary employees shall be entitled to the following vacation:

Up to end of first calendar year	1 working day for each month (not to exceed 10 working days)
Every year thereafter	10 working days

C. Vacation time not-granted employees shall accumulate for the next succeeding year only.

D. Upon request at the end of each calendar year the City shall notify the employee of the number of vacation days the employee has due.

ARTICLE XVIII. SICK LEAVE

A. All employees shall be entitled to sick leave with pay based on their accumulated years of service.

1. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease.

B. Amount of Sick Leave

1. All permanent employees shall be entitled to one (1) working day for each month of the first calendar year of employment and fifteen (15) working days in each calendar year thereafter.

2. Any amount of sick leave not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purposes as set forth above.

3. The City at the end of each calendar year shall notify the employee of the number of sick days the employee has remaining after deducting sick days used and determining the accumulation of same.

4. All temporary employees shall be entitled to one (1) working day for each month of the first calendar year of employment not to exceed ten (10) working days and then ten (10) working days for each calendar year thereafter.

5. Paragraphs 2 and 3 of this Section B. shall apply to permanent and temporary employees.

C. Reporting of Absence on Sick Leave

1. If any employee is absent for reasons that entitle him to sick leave, his Supervisor or Foreman shall be notified within thirty minutes after starting time.

2. Failure to notify the employee's Supervisor or Foreman may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

3. Absence without notice for five (5) consecutive days shall constitute a resignation.

D. Verification of Sick Leave

1. An employee who has been absent on sick leave for five (5) or more consecutive working days shall be required to submit medical evidence substantiating the illness.

2. The appointing authority may require proof of illness of an employee on sick leave, notwithstanding the above provision, where abuse is suspected. Abuse of sick leave may be cause for disciplinary action under the guidelines herein set forth. The City shall have the right to dispatch a physician from the Division of Medical Services to examine any employee on sick leave.

3. Absence due to exposure to contagious disease shall be accepted only if the Department of Health has declared the employee exposed and proof of same shall be obtained by the City from the Department of Health.

4. The City may require an employee who has been absent because

of personal illness, as a condition of the employee's return to duty, to be examined by a physician designated by the City at the expense of the City. Such examination shall establish whether the employee is capable of performing his or her normal duties and that the employee's return to duty will not jeopardize the health of other employees.

ARTICLE XIX. PERSONAL DAYS:

Each employee in the bargaining unit shall be entitled to three (3) personal business days per annum which shall be utilized in accordance with current practice which requires that the days shall not accumulate from year to year.

ARTICLE XX. INSURANCE, HEALTH AND WELFARE:

A. The City shall continue to maintain and provide all insurance coverage that is in force and effect at the present time, and increase the benefits of same as hereinafter set forth. For all benefits in this article, the eligibility date for all new employees shall be the same as per Blue Cross/Blue Shield which are in accordance with the State Health Benefits Plan.

For all benefits where the City pays money directly to the union, employees must be on the payroll during the first pay period of each month for the unions to receive payment.

The City shall make payment to the union on a monthly basis.

B. The City shall provide life insurance in the amount of Five thousand (\$5,000.00) Dollars and accidental death and dismemberment insurance in the amount of Five thousand (\$5,000.00) Dollars for each employee up to the age of sixty-five (65). Thereafter, the amount shall be reduced Two thousand (\$2,000.00) Dollars.

C. Hospitalization: Employees shall receive fully paid Blue Cross, Blue Shield, with Rider J and Major Medical to cover themselves and their dependents. In addition, said coverage, except for Rider J,

shall be provided to all employees retiring after July 1, 1972, in accordance with State Statute covering same.

D. The City shall supply to employees all necessary legal advice and counsel in the defense of charges filed against them in the performance of their duty, or settlement of claims for personal injury, death or property damage arising out of or in the course of their employment, and the City shall pay and satisfy all judgements against said employees from such claims.

E. The City of Jersey City shall pay into a fund established by Local 1412 L.I.U. of N.A., an amount of money equivalent to the cost of providing dental protection for employees and their families covered by this Agreement, but in no event to exceed an annual cost to the City of Two hundred forty (\$240.00) Dollars per covered employee.

1. It shall be the responsibility of the Local 1412, L.I.U., through such means as it may develop to purchase, contract for, or in such manner as it may deem appropriate to provide for dental health protection for all members of the bargaining unit. The Union shall indemnify, defend and save harmless the City against any and all claims arising out of the payment of funds, as aforesaid, and hereby assumes all responsibility for the dental health protection program, and agrees to provide the City with all necessary and reasonable information regarding such administrative matters as fee schedules, premium costs, and numbers and names of covered employees.

2. A schedule of payments to the fund established by Local 1412, L.I.U., shall be worked out by the fund and the office of the Business Administrator of the City.

3. The City shall have the right to assume the direct provision of dental services, provided that it offers to provide equivalent benefits to that supplied by the Fund. The Union shall have the right to negotiate over the equivalence of the dental program offered

by the City. In the event that the City actually begins to provide the benefit, it will simultaneously cease contribution to the fund.

The City shall not thereafter decrease the level of benefits for the life of this Agreement.

F. The City will provide a family prescription plan. The maximum any employee will have to pay is \$1.00 on prescription.

G. The City will provide an optical plan to employees and their families.

H. The City shall have the right to change insurance carriers, so long as substantially similar benefits are provided.

ARTICLE XXI. WAGES:

A. Wage rates for all employees within the bargaining unit shall be increased in accordance with the following schedule, provided the employee was on the payroll prior to January 1, 1982.

Effective January 1, 1983 - \$400.00

July 1, 1983 - \$300.00

September 1, 1983 - \$300.00

January 1, 1984 - \$500.00

April 1, 1984 - \$300.00

September 1, 1984 - \$400.00

January 1, 1985 - \$700.00

B. Any employee who surpasses maximum as a result of the increases shall have labor grade increased to encompass the raise.

C. If any employee is on extended leave, his check may be mailed upon written authorization from the employee.

D. Any error in an employee's pay check of one day's pay or more shall be corrected by a supplemental check within eight (8) days.

ARTICLE XXII. FULLY BARGAINED PROVISIONS:

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues

which were or could have been the subject of negotiations.

B. Negotiations for a successor agreement shall commence on or about June 15, 1983.

ARTICLE XXIII. SAVINGS CLAUSE:

If any provision of this Agreement is found to be invalid by Legislation, by a Court or Administrative Agency, of competent authority, it shall be deleted from the contract and the remainder of the contract shall remain intact. If the above should occur, the parties shall meet immediately to negotiate a new provision in place of the invalid provision where monetary provisions are involved.

ARTICLE XXIV. UNION RIGHTS:

A. Union representatives shall be allowed to visit the location during working hours, to confer with the representatives of the Employer and employees represented by the Union. Such visit shall not interfere with normal operations.

B. The President of the Union, or his authorized representative, shall be entitled to devote reasonable time to enforcing and administering the provisions of this Agreement.

ARTICLE XXV. MISCELLANEOUS:

A. In the event an employee is suspended as a result of disciplinary action, the Union shall be forthwith notified of said action.

B. Part time employees (those employees working twenty (20) hours or over) shall receive hospitalization, life insurance, and a prorata share of monetary increases mandated by this Agreement.

C. All part time employees working less than twenty (20) hours shall receive a pro-rata share of time off, including vacation, sick leave and holiday time, but shall receive no other benefits except as specifically set forth in this Agreement.

D. All personnel information as permitted by law will be available

to members of the bargaining unit upon prior notice to the Personnel Department.

E. Effective with the execution of this Agreement, all employees who were employed during 1982 shall receive a one time clothing maintenance allowance to be paid in a single lump sum payment in accordance with the following schedule:

<u>Date of Hire:</u>	<u>Amount:</u>
Prior to January 1, 1982	\$500.00
From January 1, 1982 thru March 31, 1982	\$375.00
From April 1, 1982 thru June 30, 1982	\$250.00
From July 1, 1982 thru September 1, 1982	\$125.00
From October 1, 1982 thru December 31, 1982	\$ 25.00

F. The City shall not be required to augment the funds provided under any grant program in order to fund salary increases provided under this agreement. Any increases provided to such employees shall be funded only to the extend possible with funds available through the grant program.

ARTICLE XXVI. LONGEVITY:

A. All employees shall receive longevity payments in addition to their base salary as provided below.

B. Longevity payments shall be made in accordance with the following schedule:

After five (5) years of service	\$200.00
After ten (10) years of service	\$400.00
After fifteen (15) years of service	\$600.00
After twenty (20) years of service	\$800.00
After twenty-five (25) years of service	\$1,000.00

C. Effective January 11, 1984

After thirty (30) years of service \$1,100.00

D. Effective January 1, 1985

After thirty (30) years of service \$1,200.00

ARTICLE XXVII. TERM AND RENEWAL:

This Agreement shall be in full force and effect as of January 1, 1982 and shall remain in effect to and including June 30, 1985 without any reopening date.

This Agreement shall continue in full force and effect from year to year thereafter unless one party or the other gives notice in writing, no sooner than one hundred fifty (150) days nor later than ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement. Bargaining for a successor agreement shall commence on June 15, 1985.

IN WITNESS WHEREOF, The parties hereto have hereunto set their hand and seals at Jersey City, New Jersey,

on this day of , 1983

Local 1412, L.I.U. of N.A., AFL-CIO

By: _____

City of Jersey City, Hudson
County

By: _____
Gerald McCann, Mayor

Witness:

Witness:

Date:

Frederick J. Tomkins
Business Administrator

Witness:

Louis Ippolito
Director of Labor Relations

TENTATIVE AGREEMENT

We, the undersigned representatives of *LOCAL 141V*
L.I.U. OF N.A. AFL-CIO
and the representatives of the City of Jersey City, hereby agree
to the enclosed draft agreement for submission to the City Council
for ratification.

As representatives of the Union, we hereby certify that
a majority of the members of the bargaining unit have approved
this Tentative Agreement.

Joseph Origlio
Bus. Mgr. 1412
July 6, 1983

CITY OF JERSEY CITY

[Signature]
For Labor Relations